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Graduate College Climate Survey

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Graduate College Climate Survey

Abstract

The purpose of this survey is to assess the diverse climate of graduate students' experiences at ISU.

The retention and persistence of graduate students at ISU continues to be an ongoing topic of conversation within the graduate college and academic departments. Graduate students play an integral role in research and scholarship on campus and it is critical that the department and lab climate foster a positive environment for all graduate students at ISU. In an unhealthy climate, students are less likely to adjust academically and are less likely to develop a sense of belonging on the campus. Assessing campus climate and then taking action to create and sustain a healthy climate are essential steps to creating an environment that supports the fundamental mission of the university —teaching, research, and service. Addressing climate benefits all campus community members, not just historically underrepresented students, faculty and staff.

Our aims are to provide an outlet for graduate students to share their experiences within departments, bring awareness of climate issue, and equip faculty, staff and students with the skills and tools need to address current and future problems.

Disciplines

Educational Assessment, Evaluation, and Research | Higher Education

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GRADUATE STUDENT DIVERSITY CLIMATE SURVEY

[IRB Approval #14-076]

Default Question Block

CONSENT FORM

The purpose of this survey is to assess the diverse climate of graduate students' experiences at ISU.

The retention and persistence of graduate students at ISU continues to be an ongoing topic of conversation within the graduate college and academic departments. Graduate students play an integral role in research and scholarship on campus and it is critical that the department and lab climate foster a positive environment for all graduate students at ISU. In an unhealthy climate, students are less likely to adjust academically and are less likely to develop a sense of belonging on the campus. Assessing campus climate and then taking action to create and sustain a healthy climate are essential steps to creating an environment that supports the fundamental mission of the university—teaching, research, and service. Addressing climate benefits all campus community members, not just historically underrepresented students, faculty and staff.

Our aims are to provide an outlet for graduate students to share their experiences within departments, bring awareness of climate issue, and equip faculty, staff and students with the skills and tools need to address current and future problems.

DESCRIPTION OF PROCEDURES: This survey takes place online and should take 10-15 minutes to complete. The survey is comprised of questions related to racial, ethnic, and gender experiences within graduate programs. You do not have to answer any questions you do not wish to answer and you can stop participating at any point.

RISKS: We do not anticipate any risks to participating in this study other than those encountered in day-to-day life. However, you will be asked to recall past experiences of intolerance that may cause some discomfort. Participants who need support should contact the Student Counseling Services at 294-5056.

BENEFITS: If you decide to participate in this study there **will be no** direct benefit to you. However we will use the information that we collect as catalyst for conversations about how to improve the campus climate for graduate students. Choosing to participate in the study can also can help place a spotlight on issues of intolerance that may be present within programs and department. The results of the survey will provide important information about our climate and will help us in our efforts to ensure that the environment is welcoming, inclusive, and equitable within departments at Iowa State.

COSTS AND COMPENSATION: You **will not** have any costs from participating in this survey and you **will not** be compensated for participating in this survey.

PARTICIPANT RIGHTS: Your participation in this survey is completely voluntary and you may refuse to participate or leave the survey at any time. If you decide to not participate in the survey or leave the survey early, it will not result in any penalty or loss of benefits to which you are otherwise

entitled.

CONFIDENTIALITY: Records identifying participants will be kept confidential to the extent permitted by applicable laws and regulations and will not be made publicly available. The email link you receive is unique to you. When we download your responses to the survey we will delete your email identifier but retain information on your demographics, degree being sought, and program being attended. This is so we can aggregate data by student degree status, college, department and student demographics. Whenever the data are reported, only frequency and averages will be published. Your identity will remain confidential. Before analysis, all data (including open-ended comments) will be de-identified. The identifiers stored within the Qualtrics system will be deleted upon completion of the research project. However, federal government regulatory agencies and the Institutional Review Board (a committee that reviews and approves human subject research studies) may inspect and/or copy your records for quality assurance and data analysis. These records may contain private information.

QUESTIONS OR PROBLEMS: You are encouraged to ask questions at any time during this survey. For further information about the survey contact **Craig Ogilvie, 294-2219, cogilvie@iastate.edu** If you have any questions about the rights of research subjects or research-related injury, please contact the IRB Administrator, (515) 294-4566, IRB@iastate.edu, or Director, Office for Responsible Research, 1138 Pearson Hall, Ames, IA 50011.

Please print this page if you would like to retain a copy of the consent form for your records

DO YOU AGREE TO PARTICIPATE IN THE SURVEY?

- ☐ Yes
- ☐ No

Are you enrolled as:

- ☐ Full-time Student
- ☐ Part-time Student
- ☐ Not enrolled

How many years have you been a graduate student at ISU?

- ☐ Less than one
- ☐ One
- ☐ Two
- ☐ Three
- ☐ Four
- ☐ Five
- ☐ More than five

Are you primarily an:

- ☐ Off-campus student
- ☐ On-campus student

The following questions will solely be used to examine the climate data for different groups of students. Your assistance in providing this personal information is appreciated.

How do you identify yourself, regarding your gender?

- ☐ Man
- ☐ Woman
- ☐ Transmasculine
- ☐ Transfeminine
- ☐ Agender
- ☐ Nonbinary
- ☐ Other
- ☐ Decline to state

Do you identify as:

- ☐ Heterosexual/straight
- ☐ Lesbian/gay
- ☐ Bisexual/pansexual
- ☐ Asexual
- ☐ Other
- ☐ Decline to state

What is your citizenship?

- ☐ US
- ☐ International

How do you identify? (if you identify as bi-racial, or multi-racial, choose all that apply)

- ☐ White

- ☐ African American/Black
 - ☐ Hispanic / Latino/a
 - ☐ South American
 - ☐ Asian American
 - ☐ Native American
 - ☐ Pacific Islander
 - ☐ Middle Eastern
 - ☐ Other
-

Within Asian American, how do you identify?

- ☐ Sri Lankan
 - ☐ Bangladeshi
 - ☐ Indian
 - ☐ Nepalese
 - ☐ Burmese
 - ☐ Bhutanese
 - ☐ Pakistani
 - ☐ Malaysian
 - ☐ Taiwanese
 - ☐ Chinese
 - ☐ Korean
 - ☐ Indonesian
 - ☐ Filipino
 - ☐ Vietnamese
 - ☐ Laotian
 - ☐ Hmong
 - ☐ Tibetan
 - ☐ Japanese
 - ☐ Other
-

Within Pacific Islander, how do you identify?

- ☐ Micronesian
- ☐ Tongan

- ☐ Fijian
- ☐ Marshallese
- ☐ Palauan
- ☐ Tahitian
- ☐ Maori/Tokelauan
- ☐ Chuukese
- ☐ Samoan
- ☐ Native Hawaiian
- ☐ Guamanian
- ☐ Chamorro
- ☐ Other

Please indicate the extent to which you strongly agree or strongly disagree with the following statements:

I enjoy being a graduate student at Iowa State University.

- ☐ Strongly agree
- ☐ Somewhat agree
- ☐ Neither agree nor disagree
- ☐ Somewhat disagree
- ☐ Strongly disagree

I feel supported by my advisor to succeed as a graduate student academically.

- ☐ Strongly agree
- ☐ Somewhat agree
- ☐ Neither agree nor disagree
- ☐ Somewhat disagree
- ☐ Strongly disagree

I feel supported by my program/department to succeed as a graduate student academically.

- ☐ Strongly agree
- ☐ Somewhat agree
- ☐ Neither agree nor disagree
- ☐ Somewhat disagree
- ☐ Strongly disagree

I feel a sense of community among graduate students in my program/department.

- ☐ Strongly agree
- ☐ Somewhat agree
- ☐ Neither agree nor disagree
- ☐ Somewhat disagree
- ☐ Strongly disagree

My colleagues make me feel I belong on this campus.

- ☐ Strongly agree
- ☐ Somewhat agree
- ☐ Neither agree nor disagree
- ☐ Somewhat disagree
- ☐ Strongly disagree

I would recommend my graduate program to others of the same identity as me.

- ☐ Strongly agree
- ☐ Somewhat agree
- ☐ Neither agree nor disagree
- ☐ Somewhat disagree
- ☐ Strongly disagree

In your graduate program, have you had negative experiences that you felt were based on your personal characteristics? If yes, select all the personal characteristics that apply.

- ☐ Sexual orientation
- ☐ Citizenship status
- ☐ Age
- ☐ Race/ethnicity
- ☐ Income
- ☐ Other

- ☐ Gender



- ☐ Disability
- ☐ Veteran status
- ☐ Country of origin
- ☐ Religion

Please indicate how often you have personally experienced the following forms of bias/harassment/discrimination while at ISU: (Note, a question later in this survey will ask about occasions when you have observed discrimination at ISU)

Verbal offensive comments

- ☐ Never
- ☐ Less than once a year
- ☐ Between once a year and once a month
- ☐ Between once a month and once every two weeks
- ☐ Between every two weeks and once a week
- ☐ More often than once a week

Written offensive comments (e.g., emails, texts, writing on walls)

- ☐ Never
- ☐ Less than once a year
- ☐ Between once a year and once a month
- ☐ Between once a month and once every two weeks
- ☐ Between every two weeks and once a week
- ☐ More often than once a week

Offensive comments in social media (e.g., Facebook, Yik Yak, Twitter)

- ☐ Never
- ☐ Less than once a year
- ☐ Between once a year and once a month
- ☐ Between once a month and once every two weeks
- ☐ Between every two weeks and once a week
- ☐ More often than once a week

Please indicate how often you have personally experienced the following forms of bias/harassment/discrimination while at ISU:

Academic exclusion (e.g. group projects, lab teams, research projects)

- ☐ Never
- ☐ Less than once a year
- ☐ Between once a year and once a month
- ☐ Between once a month and once every two weeks
- ☐ Between every two weeks and once a week
- ☐ More often than once a week

Social exclusion (e.g. from gatherings, events)

- ☐ Never
- ☐ Less than once a year
- ☐ Between once a year and once a month
- ☐ Between once a month and once every two weeks
- ☐ Between every two weeks and once a week
- ☐ More often than once a week

Microaggressions (subtle but offensive comments or actions directed at a minority or other non-dominant group that can be unintentional and which unconsciously reinforce a stereotype)

- ☐ Never
- ☐ Less than once a year
- ☐ Between once a year and once a month
- ☐ Between once a month and once every two weeks
- ☐ Between every two weeks and once a week
- ☐ More often than once a week

Please indicate how often you have personally experienced the following forms of bias/harassment/discrimination while at ISU:

Intimidation

- ☐ Never
- ☐ Less than once a year
- ☐ Between once a year and once a month
- ☐ Between once a month and once every two weeks
- ☐ Between every two weeks and once a week
- ☐

More often than once a week

Feeling threatened verbally or physically

- ☐ Never
- ☐ Less than once a year
- ☐ Between once a year and once a month
- ☐ Between once a month and once every two weeks
- ☐ Between every two weeks and once a week
- ☐ More often than once a week

Physical assault or injuries

- ☐ Never
- ☐ Less than once a year
- ☐ Between once a year and once a month
- ☐ Between once a month and once every two weeks
- ☐ Between every two weeks and once a week
- ☐ More often than once a week

Do you think that the police here would take you seriously if you filed a complaint?"

- ☐ yes
- ☐ no

How often (if at all) have you **observed** bias/harassment/discrimination directed toward **graduate students** either in the classroom or other professional settings. If you have not observed behavior towards a group, please leave that row blank.

	Between once a year and once a month	Between once a month and once a week	More frequently than once a week
towards graduate students based on their race/ethnicity	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
towards graduate students based on their citizen status	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
towards graduate students based on their gender	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
towards graduate students based on their country of origin	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
towards graduate students			

based on their disability	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
towards graduate students based on their veteran status	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
towards graduate students based on their religion	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
towards graduate students based on their age	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
towards graduate students based on their sexual orientation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

From what you observed did this occur between (choose all that apply, or none)

	Faculty member and a graduate student	Staff member and a graduate student	Multiple graduate students	Undergrad and graduate student	Community member and graduate student
» towards graduate students based on their gender	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
» towards graduate students based on their race/ethnicity	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
» towards graduate students based on their sexual orientation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
» towards graduate students based on their disability	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
» towards graduate students based on their country of origin	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
» towards graduate students based on their citizen status	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
» towards graduate students based on their age	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
» towards graduate students based on their religion	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
» towards graduate students based on their veteran status	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Please indicate how often you have felt that an idea/suggestion you have brought to an academic/research discussion has been disregarded because of your personal characteristics (e.g., gender, ethnicity, sexual orientation, nationality, etc.). These could be things like not looking at you if you say something, or someone else says the same exact thing and they get praised for it instead of you due to their gender, ethnicity, or otherwise.

- ☐ More than once a week
☐ Between once a week and once every two weeks
☐ Between once every two weeks to once a month
☐ Between once a month and once a year
☐ Less than once a year
☐ Never

Please indicate how often you have felt that you were not given the opportunity to talk in an academic/research discussion because of your personal characteristics (e.g., gender, ethnicity, sexual orientation, nationality, etc.).

- ☐ More than once a week
- ☐ Between once a week to once a month
- ☐ Between once a month to once a year
- ☐ Once a year or less
- ☐ Never

If I had concerns about inequity in my graduate program I know where on campus I could go to address my concerns.

- ☐ Strongly agree
- ☐ Somewhat agree
- ☐ Neither agree nor disagree
- ☐ Somewhat disagree
- ☐ Strongly disagree

If I had concerns about inequity in my graduate program I would feel comfortable expressing them to relevant administrators/staff on campus.

- ☐ Strongly agree
- ☐ Somewhat agree
- ☐ Neither agree nor disagree
- ☐ Somewhat disagree
- ☐ Strongly disagree

My department/program actively discusses the importance of an inclusive climate, so that all individuals of different gender, race, country of origin, sexuality and age can perform well.

- ☐ Never
- ☐ Once a year or less
- ☐ Between once a month to once a year
- ☐ Between once a week to once a month
- ☐ More than once a week

My research group (or lab) actively discusses the importance of an inclusive climate, so that all individuals of different gender, race, country of origin, sexuality and age can perform well.

- ☐ Never
- ☐ Once a year or less
- ☐ Between once a month to once a year
- ☐ Between once a week to once a month
- ☐ More than once a week

What comments do you have about the climate for graduate students at ISU? All answers will be anonymous.